



Distributed on:

OCT - 8 2010

By City Manager's Office  
*Memorandum*

**TO:** HONORABLE MAYOR &  
CITY COUNCIL

**FROM:** Debra Figone

**SUBJECT:** City Manager's Weekly Report

**DATE:** October 8, 2010

**INFORMATION**

***Information on Measures U, V and W for the November 2, 2010 General Municipal Election—*** Starting this week, factual information regarding Measures U, V and W for the November 2, 2010 General Municipal Election is available on the City's homepage.

- **Measure U** seeks voter approval to allow the City Council to impose a business tax on marijuana businesses in San Jose.
- **Measure V** seeks voter approval to change the arbitration procedure that is currently used whenever the City and one of its Police or Fire unions has an unresolved dispute over wages, hours or working conditions.
- **Measure W** seeks voter approval to amend the City Charter to allow the City Council to exclude newly hired officers and employees from existing retirement plans and to create new retirement plans that would not be required to meet the minimum benefits established in the City Charter.

Information on the above ballot measures is attached. For further information on Measure U, please contact Deanna Santana, Deputy City Manager, at 535-8280 and for further information about Measures V and W, please contact Assistant City Manager Ed Shikada at 535-8190.

***Police Chief Recruitment Outreach Update—*** The public outreach program continues to involve soliciting public input and participation via the on-line survey, scheduled community meetings, along with workshops with community stakeholders, and direct communication and email access to the Executive Recruiter, Terri Black Brann. Additional details on the ***upcoming meetings, community feedback*** and ***other resources*** are located on the Police Chief Recruitment Community Outreach website, accessible on the City's homepage. Recent outreach highlights include:

- On Monday, October 4, the ***seventh citywide community meeting*** was held at the Mexican Heritage Plaza in East San Jose. Approximately 10 attendees provided valuable input regarding the ideal qualities sought in a new Police Chief.
- On Thursday, October 7, staff attended three stakeholder meetings on the Police Chief Recruitment. This included two ***Neighborhood Action Coalition (NAC) community workshop*** meetings on the Police Chief recruitment hosted by the Tully/Senter NAC and

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the Blackford NAC. In addition, staff attended the Alviso Neighborhood Group Meeting to receive input.

- Next week, staff will be attending the last three *NAC meetings* focused on gathering input on the Police Chief Recruitment:
  - Tuesday, October 12, University NAC, Lowell Elementary School, 625 S. 7<sup>th</sup> Street, 6:30-8:00pm
  - Wednesday, October 13, McKinley Bonita Neighborhood Association, \**Meeting to be held in Spanish*, McKinley Neighborhood Center/School (Cafeteria), 651 Macredes Ave, 6:30-8:00pm
  - Thursday, October 14, Edenvale Great Oaks Plan Implementation Coalition, Edenvale Community Center, 330 Branham Lane East, 6:30-8:00pm

A schedule of the remaining Police Chief Recruitment Outreach meetings for October is included in the upcoming events section of this report.

The list of stakeholders who are currently part of the outreach efforts is available on the City's website, and is updated each Friday. If you would like to suggest additional groups or stakeholders, please contact Deputy City Manager Deanna Santana at 408-535-8280 ASAP to provide information.

***Employee Salaries Posted on City Website***—Due to the recent attention on public employee compensation in California and across the nation, and increased interest in knowing how all public sector employees are compensated, the City is now posting employee salary information online to make it more readily available. A link to salary information can be found on the city's homepage. In 2007, the California Supreme Court declared that all public employee compensation information is public, and since then the City of San Jose has made salary information available to the news media. The revelation this summer that some public officials in Bell, California were making unconscionably high salaries, has generated a great deal of public attention and interest in public employee compensation. Making this compensation data easily accessible on the City's website supports the City's commitment to open, honest, and transparent government. For more information, please contact Assistant City Manager Ed Shikada at 535-8190.

***PG&E High Pressure Gas Line Update:*** On Wednesday, October 6, staff from Public Works and Planning met with PG&E's Vice President of Gas Transmission and Distribution and other technical staff. In continuing the dialogue with PG&E, staff is seeking to gain a better understanding of PG&E's system and build a level of confidence that the system is maintained and operated safely in San Jose. PG&E has committed to provide maps of their complete system, including valve locations, to our City's emergency responders (Police & Fire). Information on the regulatory maintenance requirements as well as additional information on the criteria used to establish the Top 100 list has also been provided. To gain a further level of confidence, staff has asked PG&E to respond with additional information in the form of electronic copies of system

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maps and a summary of their inspection and audit report. Both of these requests are under consideration by PG&E. For more information, contact Timm Borden at 535-8300.

***Auto Dealership Renovates and Expands at Capitol Expressway Auto Row—***

Capitol Subaru, one of the car brands represented locally by the Del Grande Dealer Group, is moving forward with a significant upgrade and expansion of operations to their Capitol Expressway Auto Row facility. When completed, it is anticipated that the improvements will facilitate the sale of an additional 250 cars annually—with the average cost per vehicle estimated at \$22,000. Crucial in this expansion effort was our Special Tenant Improvement (STI) team. Through the team's hard work, the entire project process (including introduction, review and permitting) took place within 2 hours. Subsequently, the project was fully permitted and construction began 24 hours later. This truly represents the City's position to "move at the speed of business." Shaun Del Grande, head of the Del Grand Dealer Group, was extremely satisfied and complimentary about the staff's skills and professionalism. For more information, please contact Nanci Klein, Division Manager, Economic Development, at 535-8184.

***Work2future Helps New Target Secure Workforce Talent—***On October 5, San Jose's newest Target store, located within the @First development, hosted its official ribbon-cutting ceremony. Given that our market is one of the most lucrative in the U.S. and that it remains 20 percent underserved by retail, the opening of this new store is great news and provides Target with continued success in Silicon Valley. Target serves as a strong anchor for this exceptional development in North San Jose, and provides a significant retail amenity for our residents and workers. Work2future conducted a specialized recruitment for Target, leading to the direct hire of over 150 employees in support of the grand opening of this store. For more information, please contact, Jeff Ruster, Deputy Director, Economic Development 535-8183.

***Closure of ForeclosureHelp Office at City Hall—***In July, the Housing Department opened a temporary ForeclosureHelp office at City Hall to support City employees impacted by the City's budget deficit. Approximately 35 employees contacted the office for assistance resulting in eight employees submitting loan modification packages to HUD certified counseling agencies. In addition, the Housing Department along with its partner, the Santa Clara County Association of Realtors, hosted four workshops designed to provide City employees with specific information about foreclosure. After the initial surge of interest, the number of employees accessing the City Hall office slowly declined resulting in the closure of the office. Employees seeking foreclosure assistance will continue to have access to the main center at the work2future building. The number to call to schedule an appointment is 794-1242. For more information, contact Jacky Morales-Ferrand, Assistant Director of Housing, at 535-3855.

***United States Government Accountability Office (GAO) Issues Report on Recovery Act Implementation—***In June 2010, San Jose was selected by the GAO as one of several California jurisdictions to be reviewed for its seventh bimonthly report. These bimonthly reports review Recovery Act spending and oversight activities in 16 states. Representatives from the GAO met with City staff in late June to review overall Recovery Act implementation in San José, with

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special emphasis on the City's use of Energy Efficiency and Conservation Block Grant (EECBG) funds. The key findings of the GAO report for California were:

- California is gaining long-term benefits from Recovery Act Funds for new and expanding programs, while short-term budget stabilization benefits are waning
- State and Local entities continue to conduct oversight activities to help ensure appropriate accountability for Recovery Act Funds
- California reported over 83,000 Jobs in the fourth reporting cycle and continued to make improvements in the reporting process

We are happy to report that the GAO report did not identify any ongoing issues related to Recovery Act implementation in San Jose and in fact, did acknowledge the City Auditor's Office for their proactive efforts in conducting Recovery Act-specific audits. A link to the full report and the California appendix can be found at the City's Recovery Act website at:

<http://www.sanjoseca.gov/recoveryact/ReportsCerts.asp>. For more information, contact Ashwini Kantak, Assistant to the City Manager, at 535-8147.

***Youth Job Fair and Workshop***—In time for the holiday hiring season, Councilmember Madison Nguyen, Councilmember Nancy Pyle, Work2Future, the Center for Training and Careers and Westfield Oakridge will be sponsoring a Youth Job Fair and Workshop on **Saturday, October 16, 2010 from 9:00 a.m. to 2:00 p.m. at The Westfield Oakridge Shopping Center**. The event is specifically designed for job seekers between 16-20 years old, and participants will have the opportunity to attend workshops, which highlight interview skills, resume writing, and guidance for completing a job application. The Job Fair will also feature successful local businesses in a professional job fair environment. Organizations are invited to be participants in the Youth Job Fair by showcasing their business and current employment opportunities to the youth in our city. There is no charge for organizations to join this event. Participants will also be provided with a table and two chairs. For more information, please contact Lan Thao Nguyen, Council Assistant, District 7, at [lanthao.nguyen@sanjoseca.gov](mailto:lanthao.nguyen@sanjoseca.gov) or 535-4959.

***Work2future Green Cadre Program Equips Youth for Greening Jobs***—The work2future Green Cadre of 50 low-income youth have completed over 1800 hours of community service work while also earning nationally recognized certifications. The skills they gained allow them to seek green placements and know how to "green" any job. This includes knowing how to reuse, recycle and reduce usage, which are all actions that can save money for employers. Green Cadre members completed the majority of their community service with City departments, including:

- DOT Street Lighting Survey
- ESD Internships with Public Litter Can Program, the Environmental Business Cluster, and Zero Waste Litter Assessment
- PRNS Adopt-a-Park activities plus internships at Emma Prusch Farm Park and Almaden Lake Park
- Green Cadre participants also interned with Habitat for Humanity, Goodwill and Rebuilding Together—a program serving primarily low-income senior citizens

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For more information, contact Jeff Ruster, Deputy Director, Economic Development, at 535-8183.

***Guadalupe River Diesel Fuel Spill***—On October 2, a 300-gallon diesel fuel spill occurred at an AT&T building located at W. San Fernando St and South Almaden Boulevard. Emergency crews were able to stop the leak, and AT&T contractors cleaned up the street surfaces in time to avoid any impacts to the San Jose Rock 'n' Roll Half Marathon that occurred on Sunday, October 3. An unknown amount of fuel made its way to the Guadalupe River through the storm drain system. Emergency crews placed booms on the river to contain the fuel. AT&T contractors are working with a number of public and regulatory agencies to address the spill, including the California Department of Fish and Game (DFG), California State Water Resources Board, Santa Clara Valley Water District, Environmental Protection Agency, the US Coast Guard, and the City's Fire, ESD and DOT Departments. On October 7, PRNS Park Rangers were scheduled to work with West Valley College students, under the supervision of a DFG biologist, to search down stream through Guadalupe River Park to look for any impacted wildlife or evidence of fuel from the spill. Until the river area is declared clean by regulatory agencies, absorbent booms and pads will remain in the river channel. For more information, contact Matt Cano, Acting Deputy Director, PRNS, at 535-3580.

***International Delegates Visit San José for a Tour of San José's "Smart" LED Streetlights***—On September 30, the Department of Transportation (DOT) hosted a tour for a group of eleven international members of the Climate Group from Australia, Canada, India, Hong Kong, and the Philippines showcasing the City's first two "smart" LED Streetlight Conversion Projects. The Climate Group is a non-profit group working internationally with government and business leaders to advance green technologies and policies. The Climate Group delegates visited both the Cassell Neighborhood in East San José, and Tasman Drive and Orchard Parkway in North San Jose, where staff demonstrated the use of LED streetlights and their control systems to dim the lights to various levels to maximize energy saving potentials. The delegates were lighting and energy efficiency leaders within their municipal organizations. The City's leadership in implementing dimmable LED streetlights is the prime reason the group was attracted to San José – to experience first-hand the capabilities of the "smart" streetlight system. In addition to viewing the City's progressive streetlight efforts, the delegates also experienced flying into our new Mineta San Jose International Airport, with many indicating they were extending their stay at a downtown hotel and visiting many of the local restaurants and attractions. For more information, please contact Amy Olay, DOT Senior Engineer, at 975-3283.

***HUD FMRs Published for FY 2011***—On October 1, the Department of Housing and Urban Development (HUD) published the Fair Market Rents (FMR) for Federal Fiscal Year 2011. The FMRs are used in the Housing Choice Voucher, Moderate Rehabilitation, project-based, and other programs. An increase of 18% has resulted in the FMRs in Santa Clara County from 2010 to 2011. For example, the FMR for a two-bedroom unit in FY 2011 is \$1,702 while the rent in FY 2010 was \$1,438. For more information, contact Leslye Krutko, Director of Housing, at 535-3851.

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***San Jose's Largest Single-Day Sports Event, the Rock 'n' Roll San Jose Half Marathon, Marked 5th Year in City with Record Participation***—On October 3, entering its fifth consecutive year, the Rock 'n' Roll San Jose Half Marathon hosted more than 13,000 runners and walkers, and thousands more spectators and visitors. The annual race is known as the Bay Area's 13.1-mile block party, featuring a live band and cheerleaders positioned at every mile along the course. This year Vice Mayor Chirco and Councilmembers Chu, Herrera, Liccardo, Oliverio ceremoniously started the race and also welcomed the fastest runners at the finish line. Participants, with their friends and family celebrated their accomplishment at a finish line festival with a performance by the multi-platinum band Blues Traveler at the Plaza de Cesar Chavez immediately following the race. A majority of event participants travel from outside the city and annually generate an economic impact of \$16 million for the region. The race will return for its 6<sup>th</sup> installment Oct. 2, 2011. For more information, please contact Kerry Adams Hapner, Director, Office of Cultural Affairs, at 793-4344.

***New Committee Formed to Advise on Recycled Water Policy***—On September 23, the Recycled Water Policy Advisory Committee (PAC) held its inaugural meeting. Staff provided updates on the advanced water treatment facility (AWT) scheduled to break ground later this month on October 22, the operation and maintenance agreement for the AWT and expansion of the recycled water system. As stipulated in a 40-year agreement between the Santa Clara Valley Water District and the City of San José, PAC was created to advise on policy related to recycled water system operations, including advanced water treatment. PAC is comprised of six members—three represent the Treatment Plant Advisory Committee (TPAC) and three represent the Water District. The three representatives from TPAC are Santa Clara Mayor Patricia Mahan and San Jose Council members Kansen Chu and Pierluigi Oliverio. The next PAC meeting is scheduled for April 2011. For more information, contact Mansour Nasser, Deputy Director, Environmental Services at 277-4218.

***National Pollution Prevention Week***—In celebration of National Pollution Prevention (P2) Week, September 20 – 25, the City's Environmental Services Department hosted six resource fairs in San José, Milpitas, and Campbell. The purpose of P2 Week is to increase public awareness and highlight simple actions that individuals can take to prevent pollution and protect the environment. The resource fairs featured safe medicine disposal, mercury thermometer exchanges, and a reusable bag give-away. Approximately 900 residents attended the resource fairs. Almost 2,000 pounds of unused and expired pharmaceuticals and more than 300 glass mercury thermometers were collected for safe disposal, and over 700 reusable bags were given away. For more information, contact Sharon Newton, Program Manager, at 793-5351.

**Upcoming Meetings & Events**

***Two Robert Dawson Photographic Exhibits on Wastewater***—Now through February 1, 2011, *The Conscience of the City: Treating Wastewater in Silicon Valley* in City Hall windows along 4th Street between Santa Clara and San Fernando streets. Now through October 1, 2010, *Plant Life* is on display at the Martin Luther King, Jr. Library – 4th Floor. For more information, contact Barbara Goldstein, Public Art Director, at 793-4337.

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***Pumpkins in the Park***—Saturday, October 9, 10:00 a.m. - 4:00 p.m. Guadalupe River Park, Discovery Meadow. For more information, contact Phil Cornish at 298-7657 or [info@grpg.org](mailto:info@grpg.org).

***Gardner Community Flea***—Saturday, October 9, 8:00 a.m. - 4:00 p.m., Biebrach Park. For more information, contact Tony Torres at 277-4701.

***Step Out: Walk To Fight Diabetes***—Sunday, October 10, 7:30 a.m. - 1:00 p.m., Guadalupe River Park Arena Green East, Guadalupe River Trail & Discovery Meadow. For more information, contact Jeri Vasquez 241-1922 x7469 or [jvasquez@diabetes.org](mailto:jvasquez@diabetes.org)

***Police Chief Recruitment Neighborhood Action Coalition (NAC) Meeting***—Tuesday, October 12, 6:30 – 8:00 p.m. University Neighborhood Coalition; Lowell Elementary School 625 South 7<sup>th</sup> Street, San Jose 95112

***Police Chief Recruitment Neighborhood Action Coalition (NAC) Meeting***—Wednesday, October 13, 6:30 – 8:00 p.m. McKinley Bonita Neighborhood Association\* Meeting to be held in Spanish; McKinley Neighborhood Center/School (Cafeteria) 651 Macredes Avenue San Jose, 95116

***Police Chief Recruitment Neighborhood Action Coalition (NAC) Meeting***—Thursday, October 14, 6:30 – 8:00 p.m. Edenvale Great Oaks Plan Implementation Coalition (EGOPIC); Edenvale Community Center 330 Branham Lane East, San Jose 95111

***Monterey Family Aspen Grand Opening***— On October 14, at 10:30 AM, Global Premier Development Inc. will hold a grand opening event for their 72-unit affordable housing development targeted for low-income families. The event will be held at the project site in District 7 at 2772 Monterey Road. For more information, contact Jacky Morales-Ferrand at 535-3855.

***17<sup>th</sup> Annual Santa Clara County Domestic Violence Council Conference: Risk Assessment & Domestic Violence: A Shared Understanding Across Disciplines***— Friday, October 15, 2010, 8:30 a.m.-4:30 p.m., Santa Clara Marriott. Tuition fees: \$95-through 09/18; \$110-through 10/14; \$150-day of the event. For more information, visit <http://dvconference.sccgov.org> or contact Eve Castellanos, Domestic Violence Prevention Coordinator, at 535.8101.

***Walk on the Wild Side***—Saturday, October 16, 10:00 a.m. - 3:00 p.m., Penitencia Creek Park. Anticipated attendance is 400. For more information, contact Jennifer Constantin 929-9453 x301 or [jennifer@wcsv.org](mailto:jennifer@wcsv.org)

***Youth Job Fair and Workshop***—Saturday, October 16, 9:00 a.m. to 2:00 p.m., Westfield Oakridge Shopping Center. For more information, please contact Lan Thao Nguyen, Council Assistant, District 7, at [lanthao.nguyen@sanjoseca.gov](mailto:lanthao.nguyen@sanjoseca.gov) or 535-4959.

***20th Annual Walk for AIDS Silicon Valley***—Sunday, October 17, 8:00 a.m. - 2:00 p.m., Guadalupe River Park Discovery Meadow, Arena Green - East, Guadalupe Gardens & Guadalupe River Trail. For more information, contact Dane Dugan at 451-9255 or [dane@aidsleadershipcenter.org](mailto:dane@aidsleadershipcenter.org) .

***Police Chief Recruitment District 6/ District 9 Community Meeting***—Wednesday, October 20, 7:00-8:30p.m., Willow Glen Community/Senior Center, 2175 Lincoln Ave., San Jose 95125

***Police Chief Recruitment Neighborhood Leaders Meeting***, Thursday, October 21, 6:30-8:00p.m., Almaden Community Center, 6445 Camden Ave, San Jose 95120

***Bay Area Buddy Walk***—Saturday, October 23, 10:00 a.m. - 2:00 p.m., Lake Cunningham Park. Cypress Pavilion & Park Pathways. For more information, contact at Doug Turner at 839-7434 or [doug@doug.org](mailto:doug@doug.org)

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*Light the Night Walk*—Saturday, October 23, 5:00 p.m. - 9:00 p.m., Guadalupe River Park Arena Green. For more information, contact Karen Shipe at 490-3151 or [karen.shipe@lls.org](mailto:karen.shipe@lls.org).

*GIST Walk For A Cure*—October 24, 9:30 a.m. - 2:30 p.m. Almaden Lake Park - Arroyo Picnic Area & Park Pathways. For more information, contact Liz Chew at 712-2464 or [lc Chew58@gmail.com](mailto:lc Chew58@gmail.com).

*Making Strides Against Breast Cancer*—October 30, 8:00 a.m. - 12:00 p.m., Guadalupe River Park Arena Green, Guadalupe River Trail Discovery Meadow & Plaza de Cesar Chavez. For more information, contact Justin Clark at (510) 285-7928 or [justin.clark@cancer.org](mailto:justin.clark@cancer.org).

*The Dean Karnazes Silicon Valley Marathon presented by The North Face™*—October 31, 7:00 a.m. - 1:30 p.m. Guadalupe River Park Discovery Meadow & Los Gatos Creek Trail. For more information, contact Scott Anderson at (415) 462-6490 or [sanderson@evolve-sports.com](mailto:sanderson@evolve-sports.com).

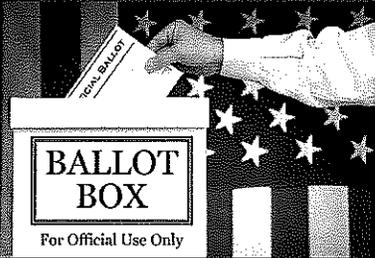
Attachments



Debra Figone  
City Manager

# BALLOT MEASURE U

City of San José



Vote by mail ballots will begin to be distributed the week of October 4, and the election will be held on Tuesday, November 2.

**Measure U would allow the City Council to impose a business tax on marijuana businesses in San Jose at a rate of up to 10% of gross receipts. The tax would only be imposed if the City Council approved an ordinance setting the specific tax rate, which could not exceed 10% of gross receipts. This tax would be in addition to the current city business tax that is already imposed on businesses in San Jose.**

If Measure U is approved by a majority of the voters, the City Council could not set the tax rate higher than 10% of gross receipts. However, as long as the rate does not exceed 10%, the City Council would have the flexibility to set the tax rate lower than 10%, to set different tax rates respectively for medical and recreational marijuana businesses, or to change the tax rates in the future.

Measure U does not permit medical or recreational marijuana businesses nor does it legalize the recreational use of marijuana within the City of San Jose. It allows the City Council to impose a tax on marijuana businesses.

If Measure U is approved and the City Council imposes the tax, it would apply to the planting, cultivation, harvesting, transporting, manufacturing, compounding, converting, processing, preparing, storing, packaging, and wholesale and retail sales of marijuana and ancillary products, for both medical and recreational marijuana businesses.

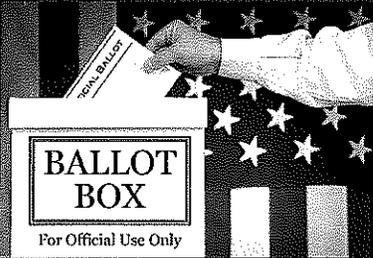
Under Measure U, the revenues from the marijuana business tax would be subject to the annual audit performed by the City's independent auditor, which is reported in the City's Comprehensive Annual Financial Report.



**FOR MORE INFORMATION:** Residents can visit the City Clerk's website at [www.sanjoseca.gov/clerk](http://www.sanjoseca.gov/clerk) for additional information on these measures, including the City Attorney's Impartial Analysis, the Arguments For and Against, and the full text of the Measures.

# BALLOT V MEASURE V

City of San José



Vote by mail ballots will begin to be distributed the week of October 4, and the election will be held on Tuesday, November 2.

**Currently, whenever the City and one of its Police or Fire unions has an unresolved dispute over wages, hours or working conditions, the dispute must be submitted to a three person Arbitration Board, with one of the three being a neutral arbitrator appointed from a list provided by the State of California Conciliation and Mediation Service. Both sides are required to accept the decision of the outside Arbitration Board majority.**

Measure V would change the arbitration procedure and would also require the Arbitration Board to prioritize factors such as the City's ability to pay for compensation without reducing other services.

Changes in Procedure – Measure V would change the arbitration procedure as follows:

- If the two sides cannot agree on the neutral arbitrator, then either party may request the Santa Clara County Superior Court to appoint a retired Superior Court judge as the neutral arbitrator.
- Arbitration hearings would be open to the public and documents submitted would be public records, unless provided otherwise by law.
- State law governing arbitrations would apply only to the extent that they did not conflict with the Charter section that covers arbitration.

Changes in Factors to Consider – While the Charter identifies "...the financial condition of the City and its ability to meet the cost..." as a consideration of an arbitration decision, it does not currently define those terms, nor does it provide any guidance for how the Arbitration Board should prioritize this factor and any other factor that might be considered. Under the proposed changes, "...the City's financial condition and... its ability to pay for employee compensation from on-going revenues without reducing City services" would be the primary factor that the Arbitration Board must consider when making a decision. In making a decision, the Arbitration Board would also have to give substantial weight to the rate of increase or decrease in compensation for other City employees.

In addition, the Board could not issue an award that:

- increases the projected cost of compensation at a rate that is more than the 5-year average increase for sales tax, property tax, utility tax, and telephone tax
- retroactively increases or decreases compensation (other than base wages) for service already rendered
- creates a new unfunded liability for the City, or
- interferes with the discretion of the Police or Fire chiefs to make operational or staffing decisions.

If a court were to find that any part of the revised Charter section is not valid or enforceable, there would be no compulsory arbitration for Police and Fire.



**FOR MORE INFORMATION:** Residents can visit the City Clerk's website at [www.sanjoseca.gov/clerk](http://www.sanjoseca.gov/clerk) for additional information on these measures, including the City Attorney's Impartial Analysis, the Arguments For and Against, and the full text of the Measures.

# BALLOT MEASURE W

City of San José

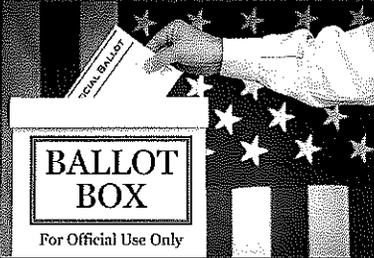
**Public pension costs have risen significantly over the past decade. Ten years ago, the City of San José spent \$62 million to fund its retirement system. Last fiscal year, it spent \$135 million, a 218% increase. Further increases are projected for the next four years.**

One way to address the problem of rising pension costs would be to establish a new less expensive set of retirement benefits for new City employees. However, certain minimum benefits are defined in the City Charter.

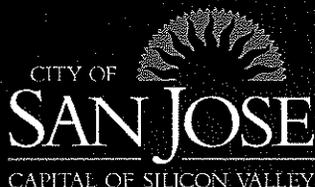
Currently, the Charter specifies the contribution ratio for the City's two retirement plans as 3-to-8, which means for every \$3 an employee contributes the City contributes \$8.

Measure W would amend the Charter to allow the City Council to exclude newly hired officer and employees from existing retirement plans and to create new retirement plans that would not be required to meet the minimum benefits established in the City Charter.

In addition, the Charter currently only requires that the Police and Fire Retirement Plan be actuarially sound. Measure W would require that any new or different retirement plan established by the City Council also be actuarially sound.



Vote by mail ballots will begin to be distributed the week of October 4, and the election will be held on Tuesday, November 2.



**FOR MORE INFORMATION:** Residents can visit the City Clerk's website at [www.sanjoseca.gov/clerk](http://www.sanjoseca.gov/clerk) for additional information on these measures, including the City Attorney's Impartial Analysis, the Arguments For and Against, and the full text of the Measures.

# YOUTH JOB FAIR

Saturday, October 16, 2010

Westfield Oakridge Mall

Sears Courtyard

925 Blossom Hill Road San Jose CA, 95123

## Registration

8:30 am—9:00 am

## Workshop

9:00 am—11:00 am

## Job Fair

11:00 am—2:00 pm

## Workshop topics

Resume writing

Application Assistance

Interviewing skills

This event is FREE and open to all youth 16 to 20 years old.

Bring resumes and dress to impress.

For more information, call 408.535.4959 or email: [District7@sanjoseca.gov](mailto:District7@sanjoseca.gov)

Sponsored by: The City of San Jose, Councilmembers Madison Nguyen and Nancy Pyle in partnership with Westfield Oakridge, Work2Future, and the Center for Training & Careers.

In order to arrange for an accommodation under the American with Disabilities Act (ADA) to participate in this meeting, please contact (408) 786-8133 or (408) 294-9337 (TTY) at least 48 hours before the event. Information is available in alternative forms such as Braille, large print, audio, and computer disk.



La ciudad de San José, en asociación con la Concejala Madison Nguyen presenta ...

## Feria de Empleo de la Juventud 2010

Westfield Mall Oakridge (Patio de la Sears)

Sábado, 16 de octubre

8:30 am a 2:00 pm

¿Tiene un adolescente que necesita un trabajo? Únase con nosotros para nuestra feria anual de empleo para jóvenes. El evento es específicamente para los jóvenes de 16 años en adelante. Los jóvenes tendrán la oportunidad de asistir a talleres ofrecidos por Work2future, que enseñarán habilidades para entrevistas, como escribir un resumen, y la orientación para completar solicitudes de empleo.

Por favor vístase profesionalmente y haga varias copias de su resumen. Si tiene un preguntas, por favor póngase en contacto con la Asistente Conciliar, Lan Thao Nguyen, en el (408) 535-4959 para más información.

Thành Phố San Jose Cộng Tác Cùng Nghị Viên Madison Nguyễn Thực

Hiện Hội Chợ Tìm Việc Cho Giới Trẻ Năm 2010

Westfield Oakridge Mall (Sears Court)

Saturday, October 16

8:30 am to 2:00 pm

Các bạn giới trẻ cần việc làm? Hãy tham gia cùng chúng tôi hội chợ tìm việc cho giới trẻ hàng năm. Sinh hoạt này đặc biệt dành cho người trẻ từ 16 tuổi trở lên. Những người trẻ sẽ có cơ hội tham dự các buổi hướng dẫn bởi nhóm Work2Future, chỉ cách trả lời phỏng vấn xin việc, cách viết bản lý lịch, và điền đơn xin việc.

Xin ăn mặc đàng hoàng và mang theo nhiều bản sao lý lịch của bạn.

Xin liên lạc phụ tá nghị viên, cô Lan Thảo Nguyễn tại số (408) 535-4959 để biết thêm chi tiết.